



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

November 14, 2005

To: Each Supervisor

From: Michael J. Henry
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL
CENTER (KDMC)**

This status report reflects information as of November 10, 2005. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 360 employees at KDMC. Of this number, 185 actions have resulted in discharges or resignations. A total of 44 disciplinary actions have been taken against physicians and 33 physicians have been discharged or resigned.

Since our last report, we have closed 8 cases and have opened 15 additional cases. As a result, our open caseload is currently 69 (detailed summary information is contained in Attachments I and II).

There is one new physician case relating to an allegation of unauthorized use of drugs at work. As a result, the physician was placed on immediate suspension from duty without pay. Additionally, there is one new case involving a nurse, relating to an allegation of substandard attendance.

RECRUITMENTS

Selection interviews were conducted for the Director of Case Management (Assistant Nursing Director, Administration), and is pending a final decision from the hiring authority.

Various outreach and recruitment efforts are on-going to fill the Central Service Manager II position. These efforts include website postings to general and healthcare specific websites as well as direct mailings to individuals from two large purchasing-professional organizations that are specific to the healthcare industry.

If you have any questions, please call me.

MJH:STS
PS:ck

Attachments

c: David E. Janssen
Thomas L. Garthwaite, M.D.
Ray Fortner
Violet Varona-Lukens
Antionette Smith Epps
Fred Leaf
Kae Robertson

G:KDMCSTATUSMEMO 11/14/05

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 11/10/05

Dated: 11/10/2005

Closed Cases -	670
Open Cases -	69
Referred Cases -	14
Grand Total =	753

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	9	2	27	0	21	59
Discharges of Probationers	0	5	5	1	6	17
Suspensions (6 - 30 Days)	3	10	40	4	21	78
Suspensions (1 - 5 Days)	7	7	20	1	13	48
Reprimands	5	1	20	2	13	41
Warnings	0	1	1	3	3	8
Resignations in Lieu of Administrative Action	19	9	29	6	7	70
Release of Temporary Employee	9	1	23	0	5	38
Medical Release	0	0	0	0	1	1
Subtotal	52	36	165	17	90	360

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary ⁴ Corrective Actions	22	8	35	43	26	134
Total Actions Taken	74	44	200	60	116	494

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners

² Includes: Surgical Technicians; Medical Technologists; etc.

³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES / PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT – MEDICAL STAFF**
Period: 01/26/04 – 11/10/05

Dated: November 10, 2005

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal Discipline:</u>				
Discharges	7	2	0	9
Discharges of Probationers	0	0	0	0
Suspension (6 - 30 Days)	2	1	0	3
Suspension (1 - 5 Days)	5	2	0	7
Reprimands	4	1	0	5
Warnings	0	0	0	0
Resignations in Lieu of Administrative Action	17	1	1	19
Release of Temporary Employee	9	0	0	9
Medical Release	0	0	0	0
Subtotal	44	7	1	52

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	20	1	1	22
Total of Action Taken	64	8	2	74